

MINISTRY OF EDUCATION

Report of the Committee

representing Local Education Authorities
and Teachers on

Scales of Salaries for the
Teaching Staff of Farm Institutes
and for Teachers of Agricultural
(including Horticultural) Subjects
on the Staff of Local Education Authorities
ENGLAND AND WALES

1956



LONDON

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Letter from Lord McNair forwarding the Report to the Minister
of Education

4th August, 1956.

MY DEAR MINISTER,

I submit for your approval the enclosed Report of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects containing their recommendations for salary scales to come into operation on 1st October, 1956.

Yours sincerely,

MCNAIR.

The Rt. Hon. Sir David Eccles, K.C.V.O., M.P.,
Minister of Education,
Curzon Street House,
Curzon Street,
London, W.1.

Letter from the Minister of Education in reply

14th August, 1956.

DEAR LORD MCNAIR,

Thank you for your letter of the 4th August with which you sent me the Report containing the recommendations of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects. I am glad to be able to inform you that I approve the Committee's Report and that, in pursuance of the provisions of Section 89 of the Education Act, 1944, an Order will be made to bring the new salary scales into operation on the 1st October, 1956.

I note that the Report, unlike previous ones, makes no reference to the period for which the new scales are intended to remain in force. In this connection I must refer to my letter of the 28th June, 1956, about the recent recommendations of the Burnham Main Committee on scales of salary for teachers in Primary and Secondary Schools and make it clear that, for the reasons given in that letter, my approval of this Report of the Farm Institutes Committee is also given on the assumption that, unless there is some major change in circumstances, the new scales will continue in force for the normal three-year period.

The Minister of Agriculture and I would like to express to you and to the members of the Committee our thanks for the time and effort which you and they have given to the task of preparing this Report.

Yours sincerely,

DAVID ECCLES.

The Rt. Hon. Lord McNair, C.B.E., Q.C.

28th June, 1956.

DEAR LORD McNAIR,

You wrote to me on the 25th June enclosing a summary of the salary scales which the Burnham Committee have recommended to operate from the 1st October, 1956, for teachers employed in primary and secondary schools and special schools maintained by local education authorities.

I note that a full report is being prepared and will be submitted shortly. When I receive this report, if it confirms the recommendations contained in the documents which you enclosed, I shall be prepared to give my formal approval and to make the necessary Order under Section 89 of the Education Act, 1944.

Unlike previous recommendations of the Committee the present ones make no reference to the period for which the new scales are intended to remain in force. I must make it clear that my approval will be given on the assumption that, unless there is some major change in circumstances, the new scales will continue in force for the normal three-year period of time.

These recommendations add more than 15 % to the expenditure on teachers' salaries and will cost, together with the corresponding recommendations for technical colleges and other educational establishments, £35(m) in a full year. This is a record addition to teachers' salaries to be made in any Burnham Report. The Government believe that the taxpayers and ratepayers will approve this increase in cost, in spite of the financial difficulties of the present time, so vital is it to expand and improve our schools and colleges. Sound policy calls for strict economy in other directions in order to put more emphasis on the teachers as the mainstay of the Education Service.

Yours sincerely,

DAVID ECCLES.

Lord McNair, C.B.E., Q.C.

SCALES OF SALARIES FOR THE TEACHING STAFF OF FARM INSTITUTES AND FOR TEACHERS OF AGRICULTURAL (INCLUDING HORTICULTURAL) SUBJECTS, ON THE STAFF OF LOCAL EDUCATION AUTHORITIES

Section A

Date of Operation of the Scales

The scales of salary prescribed in this Report come into force on 1st October, 1956.

Section B

Categories of Teachers to which the scales of salary are applicable

The scales of salary apply to teachers who are employed in full-time service exclusively in that capacity whether as members of the teaching staff of Farm Institutes or as teachers of agricultural subjects (including horticultural and related subjects) on the staff of local education authorities.

Section C

Equal Pay Increment

1. In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph 2 following of the difference between the said salary and the salary for a man with equivalent qualifications, training and service, employed in a similar capacity.

2. The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii) :—

(i) Period		(ii) Equal Pay Increment
From	To	
1st October, 1956	to 31st March, 1957	Two-Sevenths
1st April, 1957	to 31st March, 1958	Three-Sevenths
1st April, 1958	to 31st March, 1959	Four-Sevenths
1st April, 1959	to 31st March, 1960	Five-Sevenths
1st April, 1960	to 31st March, 1961	Six-Sevenths

3. From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

Section D

Remuneration for Residential Duties

Remuneration for residential duties by emoluments or otherwise is a matter for determination apart from the provisions of these scales.

Section E

Committee of Reference

Any question relating to the interpretation of the provisions of this Report brought forward by a local education authority acting through the Authorities' Panel or by any association of teachers acting through the Teachers' Panel, or by the consent of the Chairman of the Farm Institutes Committee shall be considered and determined by the Committee.

Section F

Grading of Posts

The grading of posts in the grades of Assistant Grade I, Assistant Grade II, Assistant Grade III and Senior Assistant shall be determined by the Local Education Authority in agreement with the Minister.

Section G

Scales for Assistants

1. The scales shall be as follows :—

Assistants Grade I

For Men : Minimum £475 per annum rising by annual increments of £25 to a maximum of £900 per annum.

For Women : Minimum £430 per annum rising by annual increments of £20 and one final increment of £10 to a maximum of £720 per annum.

Assistants Grade II

For Men : Minimum £550 per annum rising by annual increments of £25 to a maximum of £975 per annum.

For Women : Minimum £490 per annum rising by annual increments of £20 and one final increment of £10 to a maximum of £780 per annum.

Assistants Grade III

For Men : Minimum £625 per annum rising by annual increments of £25 to a maximum of £1,050 per annum.

For Women : Minimum £550 per annum rising by annual increments of £20 and one final increment of £10 to a maximum of £840 per annum.

2. The types of teaching service and/or other experience which are recognised for increments on the scales, and the method of determining the correct position of an Assistant upon the scales are indicated in Appendices I and II and illustrated by examples in Appendix VI where the scales are set out in full.

Section H

Additions to the Scales for Assistants

1. *Additions for Training*

For Assistants who satisfy the conditions laid down in Appendix III, additions up to a maximum of three increments, each of £25 in the case of men and of £20 in the case of women, are payable in addition to the minimum and the maximum of the appropriate scale.

2. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of assistants qualifying for the additions under the preceding paragraph shall be further increased) by £75 in the case of men and £60 in the

case of women for assistants who

- (i) hold any of the qualifications set out in Part B of Appendix IV,

or

- (ii) under the provisions of the Reports on Scales of Salaries for the Teaching Staff of Farm Institutes 1946 to 1954 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2(a) above shall be further increased by a Good Honours degree addition of £50 in the case of men and £40 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland or in the Republic of Ireland, or a higher degree of such a University, as defined in Part C of Appendix IV,

or

- (ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

Section J

Scales for Senior Assistants

1. The scales shall be as follows :—

For Men : Minimum £1,050 per annum rising by annual increments of £30 to a maximum of £1,200 per annum.

For Women : Minimum £840 per annum rising by annual increments of £24 to a maximum of £960 per annum.

2. The method of determining the correct position of a Senior Assistant upon the scales is indicated in Appendix I and is illustrated by examples in Appendix VI where the scales are set out in full.

Section K

Additions to the Scales for Senior Assistants

1. *Additions for Training*

For Senior Assistants who satisfy the conditions laid down in Appendix III, additions up to a maximum of three increments, each of £25 in the case of men and of £20 in the case of women, are payable in addition to the minimum and the maximum of the appropriate scale.

2. *Additions for Graduates*

(a) The minimum and maximum of the appropriate scale shall be increased (or in the case of Senior Assistants qualifying for the additions under the preceding paragraph shall be further increased) by £75 in the case of men and £60 in the case of women for Senior Assistants who

- (i) hold any of the qualifications set out in Part B of Appendix IV,

or

- (ii) under the provisions of the Reports on Scales of Salaries for the Teaching Staff of Farm Institutes 1946 to 1954 were entitled to and received the addition for graduates.

(b) The addition under paragraph 1 and sub-paragraph 2(a) above shall be further increased by a Good Honours degree addition of £50 in the case of men and £40 in the case of women

- (i) where the teacher holds a First Class Honours degree or a Second Class Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland or in the Republic of Ireland or a higher degree of such a University, as defined in Part C of Appendix IV,

or

- (ii) where the teacher holds an unclassified Honours degree of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland, which the Local Education Authority is satisfied should be regarded as a Good Honours degree.

Section L

Special Allowances over and above Scale Salary for Senior Assistants

1. Allowances over and above the salary otherwise payable shall be granted to Senior Assistants appointed to discharge the duties and responsibilities of a Vice Principal of a Farm Institute and to other Senior Assistants undertaking special responsibilities which, in the opinion of the Local Education Authority, are not adequately recompensed by the Senior Assistants' scale.

2. The number, value and distribution of such allowances shall be decided by the Local Education Authority in agreement with the Minister.

3. The amount of the allowance shall be not less than £100 per annum and not more than £250 per annum.

4. Where, however, the Local Education Authority considers that in the special circumstances of a particular case of a Senior Assistant an allowance of £250 per annum is not adequate, the Authority may, in agreement with the Minister, pay such higher allowance as it deems appropriate.

Section M

Salaries of Principals

1. The salaries or scales of salaries for posts of Principals shall be determined by the Local Education Authority in agreement with the Minister having regard to (a) the guidance which is afforded by the scales for other posts under this Report and the method of applying the scales ; (b) the volume of full-time and part-time work, the importance and standard of the work and the number and type of staff for which the Principal is responsible ; (c) the responsibilities of the particular post ; and (d) salaries for comparable posts of Principals of Establishments for Further Education.

2. Local Education Authorities shall forthwith in agreement with the Minister, review the salaries or scales of salaries for posts of Principals in accordance with paragraph 1 above and adjust as from 1st October, 1956 the salaries of existing Principals having regard to the new scales in this Report for other posts and the method of applying these scales.

Section N

Salaries of "Existing Teachers"

1. Except where expressly provided elsewhere in the conditions of the salary scales no teacher in service on 30th September, 1956, shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive under the operation of the Report on Scales of Salaries for the Teaching Staff of Farm Institutes in force on that date.

2. For the purpose of the foregoing provision, "salary" as at 30th September, 1956, does not include an allowance granted under Sections D and G of the Report on Scales of Salaries for the Teaching Staff of Farm Institutes, 1954 (see Appendix V).

3. (a) An Assistant Grade I who on 30th September, 1956 held a post in respect of which he/she was in receipt of an allowance under Section D of the Report on Scales of Salaries for the Teaching Staff of Farm Institutes, 1954 (see Appendix V), shall continue to receive an additional payment at the rate of that allowance over and above the salary payable under Sections G and H of this Report, during the period ending 31st August, 1957 while he/she remains in that post.

(b) Where an Assistant Grade II held a post on the 30th September, 1956 in respect of which the teacher was in receipt of an allowance under Section D of the Report on Scales of Salaries for the Teaching Staff of Farm Institutes, 1954, and the allowance exceeded £75 in the case of a man or £60 in the case of a woman, the teacher shall during the period ending 31st August, 1957, while he/she remains in that post, receive in addition to the salary otherwise applicable under Sections G and H of this Report, a payment equal to the amount by which the allowance held on the 30th September, 1956 exceeded £75 or £60 respectively.

(c) Where an Assistant Grade III held a post on the 30th September, 1956 in respect of which the teacher was in receipt of an allowance under Section D of the Report on Scales of Salaries for the Teaching Staff of Farm Institutes, 1954, and the allowance exceeded £150 in the case of a man or £120 in the case of a woman, the teacher shall during the period ending 31st August, 1957, while he/she remains in that post, receive in addition to the salary otherwise applicable under Sections G and H of this Report, a payment equal to the amount by which the allowance held on the 30th September, 1956 exceeded £150 or £120 respectively.

Section O

Withholding of Increments

No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority. The withholding of an increment under this Section shall be limited to its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority otherwise expressly determines.

APPENDIX I

Part A

Method of computing the number of increments in respect of service in the current capacity in determining the salary applicable to a teacher on the appropriate salary scale

(Reference Sections G and J)

1. The conditions in this Appendix and those in respect of war service in Appendix II relate to teaching service and to other service or experience (which is accepted as equivalent to teaching service) in respect of which increments are payable to a teacher in his/her current capacity on the salary scale applicable to him/her. Increments accrue on completion of years of service which are so recognised.

2. The Committee recommend local education authorities to adopt 1st April as a uniform incremental date. In adjusting salaries the general principle which applies is that teachers who remain continuously in service throughout a year beginning on 1st April shall receive the same salary in respect of that year as if increments were given on individual incremental dates on completing an integral number of years of service. In reckoning service for this purpose the number of odd days should be ignored or counted as one month according as it is, or is not, less than 15, i.e., the date of completion of a year's service should be taken as the first of the month which is nearest to the actual date.

In conformity with this general principle, the rule for the calculation of salary in the case of migrants and of teachers discontinuing service and resuming it in the same area is that teachers of the same qualifications and the same amount of service at any particular time who are employed by the same Local Education Authority in similar conditions should have the same rate of salary. This rate is, therefore, determined by considering what salary an existing teacher would be receiving who had been continuously employed in the area and had the same service as the migrant at the date of appointment. An exception to this rule is made in a case where the salary of a teacher has been assessed for a year beginning on 1st April and he/she has subsequently a break in service during that year. Provided the teacher resumes service after the break under the same Authority and in the same status, the rate as so assessed is retained for the remainder of the year.

3. Aggregation for increment purposes of periods of service of less than one year shall be in accordance with the following arrangements:—

(a) The complete calendar months shall be totalled.

(b) The odd days at the beginning and end of all periods of service in respect of which increments on the scale are payable where the service included a complete calendar month, and all the days of service where it did not, shall be aggregated and the total thus ascertained divided by 30.

(c) The quotient shall be taken as complete months to be added to (a) above, and the remainder shall count as one month, or shall not count, according as it is 15 days or over, or less than 15 days.

(d) In the case of teachers paid at daily rates, service continuing on both sides of the week-end shall be regarded as including the week-end, but the school vacations shall not be included unless the teacher has a continuous engagement. Neither the incidence of a financial year beginning on 1st April, nor a change of employment is regarded as affecting the continuity of service which otherwise runs continuously.

4. *Part-time teaching service.* In calculating the salary of a teacher a proportionate increment may be given for previous part-time teaching service (e.g., one increment for two years' half-time teaching service) subject to the condition that, where part-time teaching was concurrent with other service or experience which can be counted for increment, not more than one increment on the appropriate scale shall, in the aggregate, be given in respect of a year of a teacher's life.

Part B

The recognition or non-recognition for increments of teaching service and of other experience or employment for the purpose of assessing the correct position of a teacher on the appropriate salary scale

NOTE: War Service, which for purposes of the salary scales for Assistants, is recognised for increments as equivalent to teaching service, is so recognised subject to the conditions set out in Appendix II.

1. General

(a) In determining the correct position at any time on the salary scale applicable to any teacher of the categories specified in this Part of this Appendix, service of the type specified in paragraph 11 of Part C of this Appendix and any period of disablement within the

definition contained in paragraph 13 of the said Part C following such service, shall be taken into account ; and notwithstanding any of the provisions of this Part of this Appendix, the appropriate rate of annual increment shall be that applicable under this Report to the grade in which the teacher was engaged at the date of recall to H.M. Forces.

(b) In the assessment of the correct position on 1st October, 1956 on the scales in this Report which come into operation on that date, service should, in conformity with the general principle referred to in paragraph 2 of Part A of this Appendix, be adjusted to 31st March, 1956 where a uniform incremental date of 1st April is in operation.

2. Assistants Grade I, Grade II and Grade III

In determining the correct position at any time on the salary scale applicable to a teacher as an Assistant, the following service shall be taken into account :—

- (a) Service of the types and under the conditions laid down in Part C of this Appendix.
- (b) War Service within the limits and under the conditions laid down in Appendix II.

3. Senior Assistants

In determining the correct position of Senior Assistants on the scales laid down in Section J the following principles shall apply :—

- (a) (i) In the case of a Senior Assistant in service on 30th September, 1956 and continuing in that capacity, the commencing salary on 1st October, 1956 shall be :
 - (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Assistant, and any previous educational service which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute, or
 - (b) the minimum to which shall be added the same number of increments by which the salary applicable to him/her on the date of appointment as a Senior Assistant (excluding any additions for training and/or graduation, any allowance over and above scale salary and Equal Pay Increment) exceeded the minimum of the scale salary applicable under the Report in operation on that date, together with increments, up to the maximum, in respect of service as a Senior Assistant from that date,

whichever is the greater.
- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.
- (b) (i) In the case of a Senior Assistant re-appointed in that capacity on or after 1st October, 1956 the commencing salary on re-appointment shall be :
 - (a) the minimum to which shall be added, up to the maximum, increments in respect of service as a Senior Assistant, and any previous educational service which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute, or
 - (b) the minimum to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Senior Assistant (excluding any addition for training and/or graduation, any allowance over and above scale salary and Equal Pay Increment) exceeded the minimum of the scale applicable under the Report in operation at that date, or
 - (c) where applicable, the "next higher point" calculated in accordance with sub-section (c) (i) (h) below,

whichever is the greater.
- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.
- (c) (i) In the case of a Senior Assistant appointed for the first time in that capacity on or after 1st October, 1956 the commencing salary shall be :
 - (a) the minimum to which shall be added, up to the maximum, increments in respect of any previous educational service which in the opinion of the Local Education Authority should be regarded as of equivalent standard to service as a Senior Assistant in a Farm Institute. The number of increments to be allowed on the Senior Assistant scale for such service shall, subject to the scale

maximum, be determined by the Local Education Authority, provided that

- (b) where the existing salary applicable to the teacher under the provisions of this Report is equal to or exceeds the amount so assessed he/she shall enter the scale at the next higher point, subject to the maximum. For this purpose, the existing salary shall be deemed to mean the salary on the scale applicable to the teacher in his/her former post based on total service as at the date of appointment as Senior Assistant excluding any Equal Pay Increment and any additions for training and/or graduation.
- (ii) Further increments shall accrue in respect of service as a Senior Assistant up to the maximum of the scale.

Part C

General Conditions

1. No period shall rank both as a period in respect of which an increment for teaching or other service accrues and as a period recognised for the purposes of the addition to scale salary in respect of training as provided by paragraph 1 of Section H.

2. No period of service under the age of 18 years shall be recognised in any capacity under this Appendix.

3. The following are examples of service which is not teaching service for increments under the conditions of this Appendix but which may be dealt with by the Local Education Authority under the provisions of paragraph 8 of this Part of this Appendix :—

- (a) Service as Private Tutor.
 (b) Service in Nursery Schools or Classes, War-time Nurseries, War-time Nursery Classes, Residential or Day Nurseries as Nursery Assistant or in a capacity other than that of teacher.
 (c) Foreign service (i.e. service outside the British Commonwealth) except as otherwise provided in this Appendix.
 (d) Period of leave of absence without pay except in so far as the teacher's occupation during such period is allowable under this Appendix or other provisions of the Scales.

Types of service which are recognised for purposes of increments in computing the salary on the scales for Assistants

4. Teaching service in the following classes of educational institutions which are grant-aided or recognised as efficient in England and Wales, and the corresponding institutions in Scotland, Northern Ireland, the Republic of Ireland, the Isle of Man, Guernsey and Jersey :—

- Institutions and services to which this Report relates ;
 Primary Schools ;
 Public Elementary Schools ;
 Certified Efficient Elementary Schools in England and Wales ;
 Special Subjects Centres ;
 Special Schools (both Day and Boarding) and Institutions certified under the Mental Deficiency Act, 1913 (including State Institutions established and maintained by the Board of Control) ;
 Nursery Schools and Classes ; War-time Nurseries and Nursery Classes ; Residential and Day Nurseries ;
 Secondary Schools ;
 Preparatory Schools ;
 Pupil Teacher Centres ;
 Universities, University Colleges, Training Colleges, Agricultural Colleges and Establishments for Further Education recognised by the Ministry of Education (or Board of Education) ; Junior Technical Schools, Commercial and Housewifery Schools, Junior Art Departments ;
 Public Assistance Schools (formerly called Poor Law Schools) ;
 Approved Schools (formerly called Reformatory and Industrial Schools) ; Remand Homes ;
 Junior Instruction Centres ;
 Ministry of Labour Training Centres ;
 Schools of Nautical Training.

5. Service in a school or educational institution in England or Wales during a period prior to its recognition as efficient by the Ministry may be accepted if the Local Education Authority, after making full enquiries, so decides.

6. Teaching service of the following kinds :—

- (a) In other schools or institutions in the United Kingdom or elsewhere within the British Commonwealth, or the Republic of Ireland, which the Local Education Authority, after making full enquiries, is satisfied may properly be regarded as of equivalent standard to schools, etc., of any of the types defined in paragraph 4 above. (For this purpose Trust Territories under British administration are regarded as within the British Commonwealth).

(b) Rendered overseas by teachers employed by local education authorities in England and Wales who proceed to the Overseas Dominions, States and Provinces, or to a foreign country under interchange arrangements approved by the Ministry.

(c) In any school or educational establishment in a foreign country which is approved by the Ministry of Education as being (i) one maintained primarily for the education of the children of British Subjects, or (ii) one in which it is expedient to facilitate the employment of British teachers, or (iii) one which may be accepted as equivalent in standard to those defined in this Appendix.

(d) (i) One or two years spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department, and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice), or as Junior Assistant, or the equivalent capacity in another foreign country, excluding any period which has been taken into account for purposes of an addition for training provided by paragraph 1 of Section H.

(ii) A year spent in a foreign country under the Ministry of Education Scheme (or any corresponding arrangements made by the Scottish Education Department or the Ministry of Education, Northern Ireland) in the capacity of a Senior Assistant.

(e) In Naval, Marine and Dockyard schools, and service as Instructor Officer or Schoolmaster R.N., or corresponding service in the Women's Royal Naval Service; in Royal Air Force Educational Institutions; in schools conducted by the Admiralty, War Office or Air Ministry, for the education of children of members of H.M. Forces; in Institutions controlled by the Army Council in so far as service is in connection with the academic part of the instruction; in the Royal Army Educational Corps; as a non-commissioned officer education instructor, or full-time physical training instructor in the Women's Royal Army Corps; or as a commissioned officer in the Women's Royal Army Corps employed on educational or physical training duties; in the Royal Air Force as Education Officer or as Officer in the Physical Fitness Branch.

(f) Service under the Central Committee for Adult Education in H.M. Forces.

(g) Service as an Education Officer in the Colonial Education Service.

(h) Other service approved by the Burnham Committee for the purpose.

7. Service which has been accepted by the Ministry as that of an Organiser under Section 14 of the Teachers (Superannuation) Act, 1925, or Section 2 of the Teachers (Superannuation) Act, 1945, or under any Scheme made by the Minister under Section 21 of the Teachers (Superannuation) Act, 1925, or service which has been approved by the Minister for the purposes of Section 12 (1) of the Superannuation (Miscellaneous Provisions) Act, 1948.

8. Time spent in industry or commerce or in professional or research work after the age of 21 years, where likely to be of value to the teacher in the performance of his/her duties, may be approved by the Local Education Authority in its discretion and, if so approved, shall be given incremental value up to a maximum of twelve increments (see also paragraph 5 of Part A of Appendix IV).

9. Time spent by an emergency trained teacher on a special course of further training of one or two terms under the Emergency Training Scheme or a corresponding Scheme in Scotland or in Northern Ireland.

10. (a) National Service carried out under the provisions of the National Service Act, 1948, or any subsequent statute amending or replacing that Act for the time being in force in the United Kingdom or under any similar enactment relating to compulsory whole-time national service in force elsewhere within the British Commonwealth.

(b) Work or training entered upon after 31st March, 1949, in pursuance of an order made or direction given under Part I of the National Service Act, 1948, as respects a conditionally registered conscientious objector.

11. Any period of whole-time service in Her Majesty's Naval, Military or Air Forces rendered after 31st March, 1949, by a person in pursuance of his or her obligations as a member of Her Majesty's Reserve or Auxiliary Forces, or the Women's Royal Naval Reserve, or in pursuance of a duty to return to such whole-time service after release therefrom.

12. Service rendered immediately after 31st March, 1949, provided that

(a) it followed a period in the same service, and

(b) it is service which, under the provisions of Part II of the Schedule to the Superannuation (Miscellaneous Provisions) Act, 1948, the Minister considers may properly be treated in the same manner as service in the naval, military and air forces of the Crown.

13. A period of disablement, not exceeding three years, provided that satisfactory evidence is produced that the teacher was unable to undertake teaching duties, or to complete his preparation for the teaching profession, owing to disabilities contracted as a result of War Service as defined in Appendix II or of work, training or service as defined in paragraphs 10, 11 and 12 above.

APPENDIX II

War Service recognised for the purposes of increments as equivalent to teaching service

(Reference Section G)

Part A

War service in the period between 1939 and 1949

1. War service of the following kinds shall be reckoned as equivalent to teaching service :—
 - (a) Service in any of the naval, military and air forces of the Crown.
 - (b) Service which the Minister considers may properly be treated for the purpose of the Teachers Superannuation (War Service) Act, 1939, and the Teachers (Superannuation) Act, 1945, in the same manner as service in those forces.
2. War service as defined above shall be counted for increment at the rate applicable upon the scales for Assistants.
3. The following conditions are applicable in connection with the counting of war service for increment :—
 - (a) Service before the age of 18 years shall not be counted.
 - (b) In cases where, because of national emergency, full-time service was undertaken in a period immediately prior to 1st September, 1939, and such service continued after that date as war service within the definition of paragraph 1 above, the whole period is eligible to be taken into account.
 - (c) War service is service of the types described above which was performed in the period not later than 31st March, 1949, and, except in the special circumstances indicated below, includes the period of leave (up to that limiting date) which was allowed prior to release from H.M. Forces.
 - (d) Where, however, a teacher undertakes full-time teaching service or other service or experience which the Local Education Authority approves as equivalent to teaching service under paragraph 8 of Part C of Appendix I, or enters upon or resumes a course of study or training during the period of release leave, the following arrangements may be applied :
 - (i) Service after entry or re-entry into teaching service is reckoned as teaching service except in cases where in the assessment of salary on the appropriate scale it is to the teacher's advantage that it should alternatively be counted as war service.
 - (ii) A period of employment of other kinds during release leave is ignored and the release leave counted in full as war service. Where, however, such period of employment is approved as equivalent to teaching service in respect of which increments would accrue to the teacher, the period may alternatively be so reckoned.
 - (iii) A period devoted to full-time study or training during release leave is ignored and the release leave counted in full as war service. Where, however, such period is taken into account as approved study or training, would affect the teacher's entitlement to an addition to scale salary under paragraph 1 of Section H, it may alternatively be so reckoned.

Part B

War service in the previous war beginning in 1914

War service rendered by teachers during the previous war beginning in 1914 is recognised within the limits and under the conditions specified in Appendix V of the Burnham Reports of 1938. (See Appendix V.)

APPENDIX III

Courses of Approved Study or Training

(Reference Sections H and K)

Part A

General conditions governing the acceptance of periods of study and/or training for the purpose of the addition to the basic scale

1. The courses of study or training referred to in Part B of this Appendix are full-time courses at Universities, University Colleges, Training Colleges, Technical (including Commercial) Colleges, Art Colleges or Art Schools, or other Institutions recognised for the purpose.
2. The course must be satisfactorily completed, i.e., when the course leads to a definite qualification, the period spent on it will be eligible for recognition only if and when the qualification is obtained.

3. An exception is made in the case of courses of post-graduate study, advanced work or research, normally requiring as a condition of entry the holding of a University degree or a qualification recognised as equivalent to a University degree for salary purposes (see Part B of Appendix IV). Periods spent on such courses may be recognised provided the course has been diligently pursued and for this purpose no distinction need be made between courses leading to a specific higher qualification and courses leading to no such qualification. Provided that the course has been diligently pursued, it is not essential that the higher qualification, even if one were aimed at, should necessarily have been obtained.

4. The period of any particular course is interpreted as meaning the normal period of full-time study or training required to complete the course satisfactorily. An extension of a course by reason of the repetition of some part of it is not accepted. For example, where the normal period of the course is three years, and the teacher has actually spent four or more years on it, only three years will be eligible for recognition for training addition.

5. The following may be counted in the same way as a year of training (see also paragraph 6 (d) (i) of Part C of Appendix I):—

(a) A year spent under the Ministry of Education Scheme (and corresponding Schemes under the Board of Education, the Scottish Education Department and the Ministry of Education, Northern Ireland) in France in the capacity of Assistant (Assistante) or Répétiteur (Répétitrice) or as Junior Assistant or the equivalent capacity in another foreign country.

(b) A year's course at the "Ecole Supérieure de Préparation et de Perfectionnement des Professeurs de Français à l'Etranger" (formerly known as "Ecole de Préparation des Professeurs de Français à l'Etranger") of the University of Paris.

6. A three-year course under Article 25(a) of the Scottish Training Regulations does not qualify for an additional increment.

7. Study or training undertaken before attaining the age of 17 years is not eligible to be taken into account for the purposes of this Appendix, except in the case of a course beginning at the Autumn Term. In this case if the student attains the age of 17 years by 1st October in the first year of the course the whole period may be taken into account.

8. The words "or the equivalent" in paragraph 2(a) of Part B of this Appendix refer to a concurrent four-years' course of training in teaching and study for a degree.

9. Training in teaching which preceded, as well as that which followed, a full-time course of study for a degree is accepted.

Part B

Examples of courses and periods of study and/or training which are approved by the Committee

1. Entitling the teacher to the addition of one increment

(a) Three-year courses at Training Colleges leading to the status of Qualified Teacher.

(b) A three-year course in preparation for the teacher's certificate of the National Froebel Union or Foundation, provided that the date of entry upon the course was not earlier than 1946.

(c) Two-year courses at Training Colleges leading to the status of Qualified Teacher supplemented by a recognised third-year course.

(d) Three-year courses at the following Physical Training Colleges:—

Chelsea Physical Training College Courses commenced 1909 or later
(now at Eastbourne)

Anstey Physical Training College
Dartford Bergman Osterberg Physical Training College } Courses commenced 1919 or later
Bedford Physical Training College

Liverpool I.M. Marsh Physical Training College
(previously known as Liverpool Physical Training College) Courses completed 1940 or later

Nonington College of Physical Education

Wentworth Woodhouse Lady Mabel College

(e) Three years' full-time study resulting in the award of a Degree: or two years' full-time study resulting in the award of a Degree, followed by a further year of approved training or of post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing.

Appendix III—continued

(f) Three years' full-time study resulting in the award of a Diploma or Certificate at an Establishment for Further Education or other Institution accepted by the Committee for the purpose. The following have so far been accepted by the Committee :—

Battersea Polytechnic	Diploma in Mechanical Engineering
	Diploma in Electrical Engineering
Leeds University	Diploma in Electrical Engineering
Northampton Polytechnic	Diploma in Mechanical Engineering
Sunderland Technical College ..	Diploma in Engineering
Royal College of Art, London ..	Associateship
Swanley Horticultural College ..	National Diploma in Horticulture (courses of this kind were not provided after 1st October, 1945).

(g) Three years' full-time study resulting in the award of a National Diploma.

(h) Three years' or more full-time study leading to the award of any two of the following National Diplomas :—

National Diploma in Agriculture
National Diploma in Horticulture
National Diploma in Poultry Husbandry
National Diploma in Dairying
National Diploma in Agricultural Engineering

(j) Two years' or more full-time study leading to the award of any one of the National Diplomas listed in paragraph 1(h) above and in addition a year of training in teaching.

(k) Three years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV.

2. Entitling the teacher to the addition of two increments

(a) Three years' full-time study resulting in the award of a Degree or a Diploma approved for the purpose, and in addition a year of training in teaching ; or the equivalent.

(b) Four years' or more full-time study leading to the award of any three of the National Diplomas listed in paragraph 1(h) above.

(c) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, or a period of full-time study resulting in the award of a Degree or an approved Diploma, followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting in the aggregate to not less than four years.

(d) Two-year courses at Training Colleges leading to the status of Qualified Teacher, supplemented by a full-time two-year course resulting in the award of a Degree.

(e) Four years' full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV.

3. Entitling the teacher to the addition of three increments

(a) Four years' full-time study resulting in the award of a Degree or Diploma approved for the purpose, together with a recognised one-year course of training in teaching ; or a period of full-time study resulting in the award of a Degree or an approved Diploma followed by post-graduate study, advanced work or research in the same Institution or under the supervision of an Institution of similar standing and amounting to the aggregate to not less than five years.

(b) Five years' or more full-time study spent in obtaining one of the qualifications specified in Part B of Appendix IV, provided that five years is the normal period of study for such qualification.

Part C

Miscellaneous provisions

1. Shortened or accelerated courses

Where, owing to war conditions, a course of any of the types mentioned above has been compressed into a period of less than three, four or five years respectively, there shall be allowed in respect of each period of one term by which the duration of such course exceeds two, three or four academic years respectively, one-third of the appropriate increment.

2. Other courses of study and or training

(a) Courses similar in duration and otherwise equivalent to those referred to in Part B of this Appendix, whether completed in England and Wales or elsewhere, may also be accepted, and full details of such cases should be submitted to the Minister for decision.

Such decisions already given under the corresponding provision in the Committee's previous Reports shall continue to apply provided, however, that they satisfy the general relevant conditions in Part A of this Appendix.

(b) Other courses of study and/or training may also be accepted if they are of such a duration and character as are desirable for full-time teachers under this Report and are approved by the Committee for the purpose.

APPENDIX IV

Qualifications entitling a teacher to receive the addition for graduates and Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees

(Reference paragraphs 2(a)(i) and 2(b)(f) of Sections H and K)

Part A

General conditions attaching to the application of the provisions of Part B of this Appendix

1. No teacher shall receive the addition for graduates before attaining the age of 21 years.

2. Teachers who have passed the requisite final examination and complied with the other conditions for the award of a University degree are entitled to receive the addition for graduates even though the degree has not been conferred upon them by the University.

3. Holders of the following qualifications are not regarded as entitled to receive the addition for graduates under the conditions of paragraph 11 of Part B of this Appendix.

(a) L.L.A. (St. Andrews);

(b) B. ès L. or B. ès Sc. of a French University.

4. In cases where the qualifications listed in Part B of this Appendix are approved as qualifications entitling a teacher to receive the addition for graduates subject to the specific condition that the teacher has attained an acceptable standard of general education, this standard, in terms of the General Certificate of Education, shall normally be that which is accepted by the Ministry of Education for candidates seeking admission to Training Colleges (Ministry of Education Circular 213). Other qualifications may, however, in special cases be accepted if approved by the Ministry for the purpose.

5. A period of professional experience which is a requisite part of a qualification entitling a teacher to receive the addition for graduates (see paragraph VIII (8), (15), (22) and (23) of Part B of this Appendix), is not on that account ineligible to be reckoned for increments of salary, provided that not more than two increments may be granted in respect of such period. In respect of teachers who held the qualification and were in service on 31st March, 1945, teaching service may be reckoned towards the period of requisite professional experience. Increments allowed under this paragraph are subject to the over-riding limits of paragraph 8 of Part C of Appendix I.

Part B

The following qualifications shall entitle a teacher to receive the addition for graduates

I. *Qualifications recognised under Reports of the Burnham Committee before 1945, as entitling a teacher to receive the addition for graduates, and continuing to be so recognised.*

Recognition under the terms of:—

(i) Section 8, 9 or 10 of the 1920 and 1927 Secondary Reports, or the corresponding Sections of the 1921 and 1927 Technical Reports (see Appendix V).

(ii) Section 3(3)(a)(ii) of the 1938 Technical Report and the corresponding Sections of the Reports of 1921 and 1927 (see Appendix V).

II. *University Degrees, etc.*

Degrees, other than honorary degrees, of:—

(i) English, Welsh, Scottish and Irish Universities,

(ii) St. David's College, Lampeter,

(iii) Dominion, Colonial and other Universities, provided the standard of the degree (or equivalent qualification otherwise described) approximates to that of an English University. In the case of such qualifications reference should be made to the Ministry of Education for decision unless in any particular case the qualification held by the teacher has already been considered for this purpose in consultation with the Ministry.

III. An award of the National Council for Technological Awards.

IV. *Architecture*

Associateship of the Royal Institute of British Architects, provided the teacher has passed the Examination of the Institute, or an examination accepted by the Institute as giving exemption from its own examination.

V. *Art*

(1) The Art Teachers' Diploma or the Teaching Certificate for Teachers in Schools of Art, issued by the Ministry of Education or the Board of Education under the provisions of Rules 109, or of Circular 1214, or—for teachers who have rendered meritorious service as teachers of Art, and who became Certificated Teachers College-trained not later than 1st August, 1923—the qualifications required for the Diploma or Teaching Certificate referred to above, without the completion of the prescribed course of professional training and the passing of an examination in the Principles of Teaching and School Management.

(2) A pass either in the Ministry of Education Examination in Drawing or in the Ministry of Education Intermediate Examination in Art and Crafts, together with the National Diploma in Design or a Pass in the Final Examination of the Royal Institute of British Architects in Architecture or a Pass in the Ministry of Education Examination in Painting, Modelling, Pictorial Design, Industrial Design or Illustration, provided that the teacher has satisfactorily completed at an approved Art School a one year full-time course in the principles and practice of teaching and school management.

(3) The passing of an examination under the provisions of the Addendum to Ministry of Education Administrative Memorandum No. 415.

(4) (a) The London University Diploma in Fine Art (Slade School)

(b) Royal Academy Schools Certificate

provided that, in each case,

(i) it has been endorsed under the provisions of Rules 109, or

(ii) the teacher has passed the Ministry of Education Examination in Drawing or the Ministry of Education Intermediate Examination in Art and Crafts and has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), or

(iii) the teacher has satisfactorily completed at an approved Art School a one year full-time course in the principles and practice of teaching and school management.

(5) (a) The Diploma of Associateship of the Royal College of Art (A.R.C.A.)

(b) The Diploma of Industrial Design of the Royal College of Art (Des. R.C.A.)

provided that, in each case, the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(6) (a) Rome Scholars

(b) Holders of the Edwin Austin Abbey Major Scholarship

provided that, in each case, they have satisfactorily completed a two-year course of full-time foreign study under supervision approved by the Royal Commissioners for the Exhibition of 1851.

(7) The Full Associateship of the Royal College of Art. (This qualification is not now awarded.)

(8) The Art Masters' Certificate, Group I, if awarded under the Rules of 1901 and subsequent years. (This qualification is not now awarded.)

(9) (a) The Specialist Art Teachers' Diploma of the Edinburgh College of Art

(b) The Sculpture Diploma of the Edinburgh College of Art

provided that, in each case, the teacher entered upon the Course at the College not later than 1947, and that he/she holds the Certificate of Training at the Edinburgh Provincial Training Centre obtained under the Scheme which came into force on 1st October, 1926.

(10) The Secondary Teachers' Art Certificate of the University of Oxford, provided that the requirement of a year's professional training has been fulfilled. (This qualification is not now awarded.)

VI. *Modern Languages*

(1) French

(a) Licence ès Lettres

(b) Doctorat d'Université (with thesis written and sustained in French)

(c) Doctorat d'Etat ès Lettres

(2) Other Languages

A qualification determined by the Ministry of Education to be of equivalent standard to those prescribed for French.

VII. *Music*

(1) Degree of Master in Music of the Royal College of Music (M.Mus.R.C.M.).

(2) Fellowship Diploma of the Royal College of Organists provided that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

(3) Graduate of the Northern School of Music (G.N.S.M.) (awarded after the fulfilment of the special conditions established by the School) provided that the qualification was not obtained before the 1st April, 1952.

(4) Diploma in Musical Education of the Royal Scottish Academy of Music provided that at least three years after the age of 18 were spent in full-time study in the course leading to the Diploma, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix), and has successfully completed a course of professional training leading to recognition under Chapter VI of the Scottish Education Department's Regulations for the Training of Teachers.

- (5) Graduate of the Royal Schools of Music (London).
- (6) Associateship of the Royal Academy of Music by examination.
- (7) Graduate of the Royal College of Music.
- (8) Licentiate of the Royal Academy of Music with special Teaching Diploma of the Academy.
- (9) Associateship of the Royal College of Music with special Teaching Diploma of the College.
- (10) Associateship of the Royal Manchester College of Music with Teaching Diploma of the College.
- (11) Graduate Diploma of the Trinity College of Music (G.T.C.L.)
- (12) Graduate Diploma of the Birmingham and Midland Institute School of Music (awarded after completion of Special Training Course for Teachers established by the School).
- (13) Graduate Diploma of the Guildhall School of Music and Drama (G.G.S.M. London) provided that
 - (i) in the case of the qualifications (6) to (9) inclusive, the teacher entered upon the course not later than the Session 1929-1930 ;
 - (ii) in the case of the qualifications (5) to (13) inclusive, at least three years after the age of 18 were spent in full-time study in the courses provided by the Academy, Colleges or Schools, and that the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).

NOTE : Holders of honorary distinctions of the Royal Academy and Royal College of Music (including the Associateship of the Royal Academy not by examination) will continue to be entitled to receive the addition for graduates if at a date not later than 31st December, 1929, they had approved teaching service in that status.

VIII. Other Qualifications

- (1) Associateship of the Royal College of Science (London)
- (2) Associateship of the Royal College of Science (Ireland)
- (3) Associateship of the City and Guilds of London Institute
- (4) Whitworth Scholarship if gained between 1887 and 1922
- (5) Associate Membership of the following Institutions :
 - (a) The Institution of Civil Engineers
 - (b) The Institution of Mechanical Engineers
 - (c) The Institution of Electrical Engineers
 - (d) The Institution of Chemical Engineers
 - (e) The Institution of Municipal Engineers
 - (f) The Institution of Gas Engineers
 provided that, in each case, the Associate Member has passed the Associate Membership Examination, or an examination accepted by the Institution as giving exemption from the Associate Membership Examination.
- (6) Associate Membership of the Institution of Structural Engineers provided
 - (i) the Associate Member has passed the Associate Membership Examination after 1st April, 1935, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination ; and
 - (ii) that the candidate has attained a standard of general education which would qualify him for admission to the studentship class of the Institution were he between the appropriate ages for this class.
- (7) Associate Membership by examination of the Institution of Production Engineers provided the Associate Member has passed the Associate Membership Examination not earlier than May, 1951, or an examination accepted after that date by the Institution as giving exemption from the Associate Membership Examination, and
 - (i) has passed at Advanced level of the General Certificate of Education in mathematics, or has an equivalent qualification, and
 - (ii) has passed at Ordinary level of the General Certificate of Education in chemistry or physics, or has an equivalent qualification.
- (8) Professional Associateship of the Royal Institution of Chartered Surveyors (formerly Professional Associate of the Surveyors Institution) provided that the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).
- (9) Associate Membership of Town Planning Institute by examination provided
 - (i) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix) ; and either

- (ii) that the Associate Membership has been obtained by examination following a suitable full-time course of study ; or
 - (iii) that the Associate Membership has been obtained by examination and is supported by professional attainments in other fields.
- (10) Associateship of the Institute of Builders provided
- (i) that the Associate Member has passed the Final Examination or an examination accepted by the Institute as giving exemption from the Final Examination ; and
 - (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix).
- (11) Associateship of the Royal School of Mines.
- (12) Associate Membership of the Institution of Mining Engineers by examination.
- (13) The First Class Colliery Managers' Certificate together with the Diploma of a Mining College recognised by the Ministry of Fuel and Power.
- (14) Associateship of the Institution of Metallurgists if obtained after examination held in or after August, 1949.
- (15) (a) Barristers (Bar Final)
(b) Solicitors (Final Examination of the Law Society)
- provided that, in each case, the teacher has had four years' professional experience after passing the examination (see paragraph 5 of Part A of this Appendix).
- (16) M.R.C.S., L.R.C.P., Diploma.
- (17) Membership of the Royal College of Veterinary Surgeons.
- (18) (a) Associateship of the Institute of Physics
(b) Associateship of the Royal Institute of Chemistry
- provided that, in each case, the Associate has passed the Institute's Examination for Associateship or an examination accepted by the Institute as giving exemption from the Associateship Examination.
- (19) (a) Honours Diploma F.S.M.C. if obtained by examination under the Regulations first issued in 1948
(b) Honours Diploma of the British Optical Association if obtained by examination under the Regulations first issued in 1954.
- (20) Associateship of the Textile Institute provided that the Associate has passed either
- (i) Parts 1 and 2 of the Institute's examination under the 1952 Regulations or an examination accepted by the Institute as equivalent, or
 - (ii) the examination in General Textile Technology under the Regulations in force before 1952 and the Preliminary Examination or equivalent educational qualification recognised by the Institute.
- (21) Associateship of the Institution of the Rubber Industry by examination.
- (22) (a) Associateship of the Institute of Chartered Accountants in England and Wales
(b) Membership of the Institute of Chartered Accountants of Scotland
(c) Associateship of the Society of Incorporated Accountants and Auditors
(d) Associateship of the Institute of Actuaries
(e) Associateship of the Association of Certified and Corporate Accountants
- provided that, in each case,
- (i) the Associate or Member has passed the Final Examination or an examination accepted by the Institute, Society or Association as giving exemption from the Final Examination,
 - (ii) the teacher has attained an acceptable standard of general education (see paragraph 4 of Part A of this Appendix),
 - (iii) the teacher has had four years' professional experience after obtaining the qualification (see paragraph 5 of Part A of this Appendix).
- (23) Associate Membership of the Institute of Industrial Administration provided that the Associate Member has
- (i) passed the Institute's examination for Associate Membership or an examination accepted by the Institute as giving exemption from the Institute's examination, and
 - (ii) passed in two subjects at Advanced level of the General Certificate of Education or has an equivalent qualification, and
 - (iii) had three years' accredited executive experience after the age of 25 (see paragraph 5 of Part A of this Appendix).
- (24) Fellowship of the Library Association.
- (25) Associate Membership of the Institution of Naval Architects.

(26) (a) The Extra Master's Certificate of Competency of the Ministry of Transport by examination passed after 1st March, 1931.

(b) The Extra First Class Engineer's Certificate of Competency of the Ministry of Transport.

(27) Qualifications obtained by officers and non-commissioned officers who have reached ranks in Her Majesty's Forces promotion to which has followed a course of study or training which the Committee, in agreement with the Minister, accept as equivalent to courses of study resulting in the award of a degree.

IX. Other industrial, commercial or professional qualifications and experience which are accepted by the Committee in agreement with the Minister.

Part C

Definition of First Class Honours degrees, Second Class Honours degrees and Higher degrees for the purposes of paragraph 2(b)(i) of Sections H and K

The following University degrees with First or Second Class Honours or Higher degrees :—

University	Degree
Birmingham ..	Master of Arts (between July 1906 and July 1920). Bachelor of Arts (B.A.) (Special or General) (from 1920). Bachelor of Science (B.Sc.) (from 1921). Bachelor of Commerce (B.Com.) (including Division I prior to 1948). Bachelor of Laws (LL.B.). Bachelor of Medicine and Surgery (M.B.Ch.B.). Bachelor of Social Science (B.Soc.Sc.). Bachelor of Music (B.Mus.).

(Degree diplomas are not presented on graduation but graduates are supplied with certificates on request.)

Higher degree

Master of Arts (M.A.).
Master of Science (M.Sc.).
Master of Commerce (M.Com.).
Master of Social Science (M.Soc.Sc.).
Master of Surgery (Ch.M.).
Master of Music (M.Mus.).
Master of Laws (LL.M.).
Doctor of Philosophy (Ph.D.).
Doctor of Literature (D.Litt.).
Doctor of Medicine (M.D.).
Doctor of Science (D.Sc.).
Doctor of Music (D.Mus.).
Doctor of Divinity (D.D.).

Bristol	Degree
	Bachelor of Arts (Special) (B.A.). Bachelor of Arts (General) (B.A.). Bachelor of Arts (Economics) (B.A. (Econ.)). Bachelor of Music (B.Mus.). Bachelor of Science (Special) (B.Sc.). Bachelor of Science (General) (B.Sc.). Bachelor of Science in Engineering (B.Sc.). Bachelor of Laws (LL.B.). Bachelor of Medicine: Bachelor of Surgery (M.B., Ch.B.). Bachelor of Dental Surgery (B.D.S.). Bachelor of Veterinary Science (B.V.Sc.).

Higher degree

Master of Arts (M.A.).
Master of Science (M.Sc.).
Master of Science in Engineering (M.Sc.).
Master of Laws (LL.M.).
Doctor of Philosophy (Ph.D.).
Doctor of Science (D.Sc.).

Cambridge ..	A degree to which a person has been admitted who has either :— (see note (2) below) (a) been placed in the first or second class in any Honours Examination which may be taken as a candidate's first Honours Examination and which by itself satisfies the examination requirements for the B.A. degree; or
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- Cambridge .. (b) been placed in the first or second class in any two Honours Examinations ; or
- (c) been placed in the first or second class in any Honours Examination if he has qualified for his degree under the regulations for Emergency Allowances to Matriculated Students or the regulations for Allowances to Candidates for Commissions in H.M. Forces or the regulations for Allowances to Students entering the University after War Service.

For this purpose :—

- (i) in Part III of the Mathematical Tripos or Part II of the Mechanical Sciences Tripos, Honours with distinction is deemed the equivalent of a place in the first class and honours without distinction is deemed the equivalent of a place in the second class.
- (ii) in Part I of the Modern and Medieval Languages Tripos a candidate is not deemed to have attained the first or second class unless he has been placed not lower than the second class in each of the two languages taken by him.

Higher degree

Bachelor of Medicine (M.B.).
 Bachelor of Surgery (B.Chir.).
 Bachelor of Veterinary Medicine (M.B.).
 Master of Laws (LL.M.).
 Master of Music (Mus.M.).
 Master of Literature (M.Litt.).
 Master of Science (M.Sc.).
 Doctor of Philosophy (Ph.D.).
 Bachelor of Divinity (B.D.).
 Master of Surgery (M.Chir.).
 Bachelor of Laws (LL.B.).
 Bachelor of Music (Mus.B.).
 Doctor of Divinity (D.D.).
 Doctor of Laws (LL.D.).
 Doctor of Medicine (M.D.).
 Doctor of Music (Mus.D.).
 Doctor of Letters (Litt.D.).
 Doctor of Science (Sc.D.).

Degree

Durham

Bachelor of Arts (B.A.).
 Bachelor of Arts in Fine Art (B.A.).
 Bachelor of Arts in Town and Country Planning (B.A.).
 Bachelor of Architecture (B.Arch.).
 Bachelor of Medicine and Bachelor of Surgery (M.B., B.S.).
 Bachelor of Dental Surgery (B.D.S.).
 Bachelor of Science in Pure Science (including General Honours and the General Degree with Honours) (B.Sc.).
 Bachelor of Science in Applied Science (B.Sc.).
 Bachelor of Science in Agriculture (B.Sc.).
 Bachelor of Commerce (B.Com.).
 Bachelor of Arts in Economic Studies (B.A.).
 Bachelor of Arts with Honours in Oriental Studies (B.A.).
 Bachelor of Laws (LL.B.).

Higher degree

Master of Arts (M.A.).
 Master of Letters (M.Litt.).
 Doctor of Letters (D.Litt.).
 Doctor of Medicine (M.D.).
 Doctor of Surgery (D.S.).
 Doctor of Hygiene (D.Hyg.).
 Master of Dental Surgery (M.D.S.).
 Doctor of Dental Science (D.D.S.).
 Master of Music (M.Mus.).
 Doctor of Music (D.Mus.).
 Master of Commerce (M.Com.).
 Master of Arts in Economic Studies (M.A.).

Appendix IV—continued

<i>University</i>	<i>Higher degree</i>
Durham	Master of Laws (LL.M.). Master of Education (M.Ed.). Bachelor of Divinity (B.D.). Doctor of Divinity (D.D.). Master of Science (Faculties of Science, Applied Science and Agriculture)(M.Sc.). Doctor of Philosophy (All Faculties) (Ph.D.). Doctor of Law (LL.D.).
	<i>Degree</i>
Exeter	Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Laws (LL.B.).
	<i>Higher degree</i>
	Master of Arts (M.A.). Master of Science (M.Sc.). Master of Laws (LL.M.). Doctor of Philosophy (Ph.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Laws (LL.D.).
	<i>Degree</i>
Hull	Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Laws (LL.B.). Bachelor of Science (Economics) (B.Sc. (Econ.)).
	<i>Higher degree</i>
	Master of Arts (M.A.). Master of Science (M.Sc.). Master of Laws (LL.M.). Master of Economic Science (M.Sc.(Econ.)). Master of Education (M.Ed.). Bachelor of Divinity (B.D.). Doctor of Divinity (D.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Laws (LL.D.). Doctor of Music (D.Mus.). Doctor of Philosophy (Ph.D.).
	<i>Degree</i>
Leeds	Bachelor of Arts (B.A.) (including B.A. Hons. (Gen.) 1936—40 only). Bachelor of Science (B.Sc.). Bachelor of Laws (LL.B.). Bachelor of Commerce (B.Com.). Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.). Bachelor of Dental Surgery (B.Ch.D.).
	<i>Higher degree</i>
	Master of Arts (M.A.). Master of Science (M.Sc.). Master of Education (M.Ed.). Doctor of Philosophy (Ph.D.). Master of Laws (LL.M.). Master of Commerce (M.Com.).
	<i>Degree</i>
Liverpool	Bachelor of Arts (B.A.) (1903-35). Bachelor of Arts in Special Studies (B.A.) (from 1932). Bachelor of Arts in General Studies (B.A.) (from 1932). Bachelor of Commerce (B. Com.) (1924-40) (1950 to date). Bachelor of Arts in Architecture (B.A. (Arch.)) (1903-10). Bachelor of Architecture in Architectural Design (B. Arch.) (1920-32). Bachelor of Architecture in Architectural Construction (B.Arch.) (1920-32). Bachelor of Architecture (B.Arch.) (from 1932). Bachelor of Science (B.Sc.).

Appendix IV—continued

<i>University</i>	<i>Degree</i>
Liverpool	Bachelor of Medicine, Bachelor of Surgery (M.B., Ch.B.). Bachelor of Dental Surgery (B.D.S.) (from 1914). Bachelor of Laws (LL.B.). Bachelor of Engineering (B.Eng.). Bachelor of Veterinary Science (B.V.Sc.).
	<i>Higher degree</i>
	Doctor of Letters (Litt.D.). Master of Civic Design (M.C.D.). Master of Commerce (M.Com.). Doctor of Science (D.Sc.). Doctor of Medicine (M.D.). Master of Radiology (M.Rad.). Master of Dental Surgery (M.D.S.). Doctor of Laws (LL.D.). Doctor of Engineering (D.Eng.). Doctor of Veterinary Science (D.V.Sc.). Master of Veterinary Science (M.V.Sc.). Doctor in Philosophy (Ph.D.). Master of Arts (M.A.). Master of Architecture (M.Arch.). Master of Science (M.Sc.). Master of Surgery (Ch.M.). Master of Orthopaedic Surgery (M.Ch.Orth.). Master of Laws (LL.M.). Master of Engineering (M.Eng.).
	<i>Degree</i>
London	Bachelor of Arts (Honours) (B.A.). Bachelor of Science (Special or General) (B.Sc.). Bachelor of Science (Economics) (B.Sc. (Econ.)). Bachelor of Science (Sociology) (B.Sc. (Soc.)). Bachelor of Commerce (B.Com.). Bachelor of Divinity (B.D.). Bachelor of Laws (LL.B.). Bachelor of Science (Engineering) (B.Sc. (Eng.)). Bachelor of Music (B.Mus.) (from 1951). Bachelor of Science (Household and Social Science) (B.Sc. (H. and S.S.)). Bachelor of Science (Household Science) (B.Sc. (Household Science)). Bachelor of Science (Nutrition) (B.Sc. (Nutrition)). Bachelor of Science (Agriculture) B.Sc. (Agric.) with Honours from 1955. Bachelor of Arts in Architecture (B.A.). Bachelor of Pharmacy (B.Pharm.).
	<i>Higher degree</i>
	Master of Theology (M.Th.). Doctor of Divinity (D.D.). Master of Arts (M.A.). Doctor of Literature (D.Lit.). Master of Laws (LL.M.). Doctor of Laws (LL.D.). Doctor of Music (D.Mus.). Doctor of Medicine (M.D.). Master of Surgery (M.S.). Master of Dental Surgery (M.D.S.). Master of Pharmacy (M.Pharm.). Master of Science (M.Sc.). Doctor of Science (D.Sc.). Master of Science (Agriculture) (M.Sc. (Agric.)). Master of Science (Engineering) (M.Sc. (Eng.)). Doctor of Science (Engineering) (D.Sc. (Eng.)). Master of Science (Economics) (M.Sc. (Econ.)). Doctor of Science (Economics) (D.Sc. (Econ.)). Master of Science (Estate Management) (M.Sc. (Est. Man.)). Doctor of Philosophy (Ph.D.) (conferred in all faculties).

Appendix IV—continued

<i>University</i>	<i>Degree</i>
Manchester ..	<p>Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Laws (LL.B.). Bachelor of Arts (Economics and Social Studies) (B.A. (Econ.)). Bachelor of Technical Science (B.Sc. Tech.). Bachelor of Divinity (B.D.). Bachelor of Music (Mus.B.).</p> <p align="center"><i>Higher degree</i></p> <p>Master of Arts (M.A.). Master of Science (M.Sc.). Master of Laws (LL.M.). Master of Dental Surgery (M.D.S.). Master of Arts (Economic and Social Studies) (M.A. (Econ.)). Master of Arts (Commerce) (M.A. (Com.)). Master of Arts (Administration) (M.A. (Admin.)). Master of Technical Science (M.Sc. Tech.). Master in Education (M.Ed.).</p>
Nottingham ..	<p align="center"><i>Degree</i></p> <p>Bachelor of Arts (B.A.). Bachelor of Laws (LL.B.). Bachelor of Science (B.Sc.). Bachelor of Pharmacy (B.Pharm.) (from 1956). Bachelor of Science in Engineering (B.Sc. (Eng.)) (up to 1957). Bachelor of Science in Mining (B.Sc. (Min.)) (up to 1957). Bachelor of Music (B.Mus.) (from 1958).</p> <p align="center"><i>Higher degree</i></p> <p>Doctor of Divinity (D.D.). Doctor of Laws (LL.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Philosophy (Ph.D.). Bachelor of Divinity (B.D.). Master of Arts (M.A.). Master of Laws (LL.M.). Master of Education (M.Ed.). Master of Science (M.Sc.). Master of Pharmacy (M.Pharm.).</p>
Oxford (see note (2) below)	<p>A degree in which the teacher was placed in Class I or Class II of the final examination in one of the following schools :—</p> <p>Literae Humaniores. Mathematics. Natural Science. Jurisprudence. Modern History. Theology. Oriental Studies. English Language and Literature. Modern Languages. Philosophy, Politics and Economics. Geography. Agriculture. Forestry. Psychology, Philosophy and Physiology. Music.</p> <p align="center"><i>Higher degree</i></p> <p>Bachelor of Music (B.Mus.). Doctor of Music (D.Mus.). Bachelor of Letters (B.Litt.). Bachelor of Philosophy (B.Phil.). Bachelor of Science (B.Sc.). Doctor of Philosophy (D.Phil.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Bachelor of Civil Law (B.C.L.).</p>

Appendix IV—continued

<i>University</i>	<i>Higher degree</i>
Oxford	<p>Doctor of Civil Law (D.C.L.). Bachelor of Medicine (B.M.). Doctor of Medicine (D.M.). Master of Surgery (M.Ch.). Bachelor of Divinity (B.D.). Doctor of Divinity (D.D.).</p>
	<i>Degree</i>
Reading	<p>Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Science (Agriculture) (B.Sc. (Agric.)) (prior to 1952).</p>
	<i>Higher Degree</i>
	<p>Master of Arts (M.A.). Master of Science (M.Sc.). Doctor of Philosophy (Ph.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.).</p>
	<i>Degree</i>
Sheffield	<p>Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.) (prior to 1954). Bachelor of Dental Surgery (B.D.S.) (prior to 1954). Bachelor of Engineering (B.Eng.) (from 1923). Bachelor of Metallurgy (B.Met.) (from 1923). Bachelor of Technical Science (B.Sc. (Tech.)) (from 1923). Bachelor of Laws (LL.B.) (from 1951).</p>
<i>(Graduation diplomas issued prior to 1920 did not show the class of honours awarded.)</i>	
	<i>Higher degree</i>
	<p>Bachelor of Music (B.Mus.). Master of Arts (M.A.). Master of Laws (LL.M.). Master of Science (M.Sc.). Master of Engineering (M.Eng.). Master of Technical Science (M.Sc. Tech.). Master of Metallurgy (M.Met.). Doctor of Philosophy (Ph.D.). Master of Surgery (Ch.M.). Master of Dental Surgery (M.D.S.). Doctor of Medicine (M.D.).</p>
	<i>Degree</i>
Southampton ..	<p>Bachelor of Arts (Honours) (B.A. (Hons.)). Bachelor of Arts (General) (B.A. (Gen.)). Bachelor of Arts (Law) (B.A. (Law)). Bachelor of Science (Special) (B.Sc. Special (Hons.)). Bachelor of Science (General) (B.Sc. Gen. Hons.). Bachelor of Science Honours in Engineering (B.Sc.Eng. (Hons.)). Bachelor of Science (Economics) (B.Sc.Econ.).</p>
	<i>Higher degree</i>
	<p>Master of Arts (M.A.). Doctor of Philosophy (Ph.D.). Doctor of Letters (D.Litt.). Master of Science (M.Sc.). Doctor of Science (D.Sc.). Master of Science Engineering (M.Sc. (Eng.)). Master of Science Economics (M.Sc. (Econ.)). Doctor of Science Economics (D.Sc. (Econ.)). Master of Arts Education (M.A. (Ed.)). Master of Laws (LL.M.). Doctor of Laws (LL.D.).</p>
	<i>Degree</i>
North Staffordshire (University College)	<p>Bachelor of Arts (B.A.).</p>

<i>University</i>	<i>Degree</i>
Wales ..	Bachelor of Arts (B.A.). Bachelor of Science (B.Sc.). Bachelor of Music (B.Mus.). Bachelor of Laws (LL.B.). Bachelor of Architecture (B.Arch.).
	<i>Higher degree</i>
	Bachelor of Divinity (B.D.). Master of Arts (M.A.). Master of Science (M.Sc.). Master of Music (M.Mus.). Master of Laws (LL.M.). Master of Pharmacy (M.Pharm.). Doctor of Philosophy (Ph.D.). Master of Surgery (M.Ch.). Doctor of Medicine (M.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Divinity (D.D.). Doctor of Music (D.Mus.). Doctor of Laws (LL.D.).
SCOTLAND	<i>Degree</i>
St. Andrews ..	Master of Arts (M.A.). Bachelor of Science (B.Sc.).
	<i>Higher degree</i>
	Bachelor of Philosophy (B.Phil.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Philosophy (Ph.D.). Bachelor of Education (Ed.B.). Bachelor of Laws (LL.B.). Bachelor of Divinity (B.D.).
Aberdeen ..	<i>Degree</i>
..	Master of Arts (M.A.). Bachelor of Science (B.Sc.). Bachelor of Science in Agriculture (B.Sc.Agr.). Bachelor of Science in Forestry (B.Sc.For.). Bachelor of Science in Engineering (B.Sc.Eng.). Bachelor of Medicine and Bachelor of Surgery (M.B., Ch.B.).
	<i>Higher degree</i>
	Bachelor of Education (Ed.B.). Bachelor of Divinity (B.D.). Bachelor of Laws (LL.B.). Doctor of Philosophy (Ph.D.). Doctor of Letters (D.Litt.). Doctor of Science (D.Sc.). Doctor of Medicine (M.D.). Master of Surgery (Ch.M.).
Edinburgh	<i>Degree</i>
..	Master of Arts (M.A.). Bachelor of Science (Pure Science) (B.Sc.). Bachelor of Science (Agriculture) (B.Sc.). Bachelor of Science (Forestry) (B.Sc.). Bachelor of Science (Engineering) (B.Sc.). Bachelor of Science (Mining) (B.Sc.). Bachelor of Science Technical Chemistry (Chemical Technology) (B.Sc.). Bachelor of Music (B.Mus.).
	<i>Higher degree</i>
	Bachelor of Education (B.Ed.). Doctor of Philosophy (Ph.D.). Doctor of Letters (D. Litt.). Bachelor of Laws (LL.B.). Bachelor of Divinity (B.D.). Doctor of Music (D.Mus.). Master of Science (M.Sc.). Doctor of Science (D.Sc.).

Appendix IV—continued

<i>University</i>	<i>Degree</i>
Glasgow	Master of Arts (M.A.). Bachelor of Science (B.Sc.) (Pure Science from 1921) (Engineering from 1925). Bachelor of Science in Applied Chemistry (B.Sc.) (from 1925). Bachelor of Music (B.Mus.)
	<i>Higher degree</i>
	Doctor of Philosophy (Ph.D.). Bachelor of Letters (B.Litt.). Doctor of Science (D.Sc.). Doctor of Letters (D.Litt.). Doctor of Medicine (M.D.). Master of Surgery (Ch.M.). Doctor of Music (D.Mus.). Bachelor of Laws (LL.B.). Bachelor of Divinity (B.D.). Bachelor of Education (Ed.B.).
IRELAND	<i>Degree</i>
Queen's, Belfast ..	Bachelor of Arts (B.A.). Bachelor of Science, Pure Science and Applied Science and Technology (B.Sc.). Bachelor of Laws (LL.B.). Bachelor of Commercial Science (B.Com.Sc.). Bachelor of Science (Economics) (B.Sc. (Econ.)) (after 1948). Bachelor of Agriculture (B.Agr.). Bachelor of Medicine (M.B.). Bachelor of Music (B.Mus.). Bachelor of Dental Surgery (B.D.S.).
	<i>Higher degree</i>
	Doctor of Literature (D.Lit.). Doctor of Science (D.Sc.). Doctor of Medicine (M.D.). Doctor of Laws (LL.D.). Doctor of Philosophy (Ph.D.). Master of Arts (M.A.). Bachelor of Education (B.Ed.). Bachelor of Divinity (B.D.). Master of Science (M.Sc.). Master of Surgery (M.Ch.). Master of Dental Surgery (M.D.S.). Master of Science in Economics (M.Sc. (Econ.)). Master of Agriculture (M.Agr.). Master of Laws (LL.M.).
National, Dublin ..	<i>Degree</i>
	Bachelor of Arts (B.A.). Bachelor of Music (B.Mus.). Bachelor of Science (B.Sc.). Bachelor of Agricultural Science (B.Agr.Sc.). Bachelor of Commerce (B.Comm.). Bachelor of Dairy Science (B.Sc. (Dairying)) (after 1927). Bachelor of Engineering (B.E.). Bachelor of Architecture (B.Arch.). Bachelor of Veterinary Medicine (M.V.B.) (after 1947). Bachelor of Medicine, Bachelor of Surgery, Bachelor of Obstetrics (M.B., B.Ch., B.A.O.). Bachelor of Dental Surgery (B.D.S.). Bachelor of Civil Law (B.C.L.) (after 1954).
	<i>Higher degree</i>
	Master of Arts (M.A.). Master of Science (M.Sc.). Master of Agricultural Science (M.Agr.Sc.). Bachelor of Laws (LL.B.). Master of Engineering (M.E.). Master of Architecture (M.Arch.). Master of Commerce (M.Comm.).

Appendix IV—continued

<i>University</i>	<i>Higher degree</i>
National, Dublin ..	Master of Surgery (M.Ch.). Master of Obstetrics (M.A.O.). Master of Dental Surgery (M.D.S.). Master of Economic Science (M.Econ.Sc.) (after 1928). Master of Dairy Science (M.Sc.Dairying). Master of Veterinary Medicine (M.V.M.). Philosophiae Doctor (Ph.D.). Doctor of Literature (D.Litt.). Doctor of Music (D.Mus.). Doctor of Celtic Studies (D.Litt.Celt.). Doctor of Science (D.Sc.). Doctor of Laws (LL.D.). Doctor of Economic Science (D.Econ.Sc.). Doctor of Science (Public Health) (D.Sc. Public Health) (prior to 1948). Doctor of Medicine (M.D.).

	<i>Degree</i>
Dublin, Trinity College	Mathematics. Classics. Mental and Moral Philosophy (prior to 1926). Mental and Moral Science (from 1926). Experimental Science. Natural Science. History and Political Science (prior to 1948). Modern History and Political Science (from 1948). Ancient History and Political Science (from 1948). Modern Literature. Legal and Political Science (prior to 1933). Legal Science (from 1933). Economics and Political Science (from 1933). Engineering Science (prior to 1954). Celtic Languages. Oriental Languages. Ancient and Modern Literature (from 1951).

(Prior to 1925 a Senior Moderatorship is deemed the equivalent of a First or Second Class Honours degree.)

<i>Higher degree</i>
Master in Science (M.Sc.). Doctor in Science (Sc.D.). Doctor in Philosophy (Ph.D.). Bachelor in Letters (B.Litt.). Doctor in Letters (Litt.D.). Bachelor in Divinity (B.D.). Doctor in Divinity (D.D.). Doctor in Medicine (M.D.). Master in Surgery (M.Ch.). Master in Obstetrics (M.A.O.). Master in Dental Science (M.Dent.Sci.). Master in Civil Engineering (M.A.I.). Bachelor in Music (Mus.B.). Doctor in Music (Mus. D.). Master in Commerce (M.Comm.).

Such other degrees with First or Second Class Honours or Higher degrees of a University in the United Kingdom of Great Britain and Northern Ireland, or in the Republic of Ireland as are added to the foregoing list by the Burnham Committee.

NOTES :

(1) Teachers who have passed the requisite final examination and complied with the other conditions for the award of a First or Second Class Honours degree or Higher degree are entitled to receive the addition even though the degree has not been conferred.

(2) In the case of Cambridge and Oxford Universities, women who otherwise satisfied the conditions for the award of a degree as set out above are entitled to receive the addition, even though the regulations of those Universities for the time being in force precluded the conferment of the degree upon them.

APPENDIX V

Relevant Extracts from Previous Reports

Relevant Sections of previous Reports which are referred to in the main text of this Report are reproduced below

1. *Sections D and G of the Report of the Committee on Scales of Salary for the Teaching Staff of Farm Institutes, etc., 1954 (to which paragraphs 2 and 3 of Section N of this Report refer):—*

"Section D

Special allowances over and above Scale Salary for Assistants

1. For Assistants there shall be special posts in respect of which allowances over and above scale salary shall be granted for special responsibility, special work of an advanced character, special academic, professional or industrial qualifications, or other circumstances which in the opinion of the Authority justify an addition to the scale. Allowances under this provision shall not be granted in such a manner as would effect a general alteration of the operation of the salary scales.

2. The number, value and distribution of such posts shall be decided by the Local Education Authority in agreement with the Minister.

3. The amount of the allowances shall be not less than £40 per annum and not more than £200 per annum."

"Section G

Special Allowances over and above Scale Salary for Senior Assistants

1. Allowances over and above scale salary shall be granted for special posts for Senior Assistants undertaking responsibilities which, in the opinion of the Local Education Authority, are not adequately recompensed by the Senior Assistants' scale.

2. The number, value and distribution of such posts shall be decided by the Local Education Authority in agreement with the Minister.

3. The amount of the allowances shall not be less than £50 per annum and not more than £200 per annum.

4. Where however the Local Education Authority considers that in the special circumstances of a particular case of a Senior Assistant an allowance of £200 per annum is not adequate, the Authority may, in agreement with the Minister, pay such higher allowance as it deems appropriate."

2. *Appendix V of the 1938 Technical Report (to which Part B of Appendix II of this Report refers):—*

"WAR SERVICE. (SECTION 16(a)(iv) OF REPORT)

1. The following types of war service (see Circulars 1244, 1318 and 1336) may be counted for increment purposes :—

(a) Service with H.M. Forces (Soldiers, Sailors or Airmen).

(b) A period of disablement owing to medical treatment for wounds or other disabilities contracted when on war service with H.M. Forces, up to a maximum of 12 months, on production of satisfactory evidence that the Teacher was unable to resume or continue teaching duties, or was unable after demobilisation to complete his preparation for the teaching profession.

(c) Service with the Allied armies in a combatant capacity, provided that the Teacher was in recognised teaching service in England, Wales or Scotland before the war.

(d) Service which has been accepted by the Naval or Military Authority for the purpose of the issue of the Victory Medal or the Mercantile Marine War Medal.

2. The following are examples of types of war service which are not taken into account for increment purposes :—

(a) Voluntary periods of service after the Armistice (but provided they do not exceed 12 months duration, they do not invalidate actual service during the war from being counted).

N.B.—There was no voluntary service with the Navy.

(b) Service with Army Reserve W. In the case of Teachers who had service with the Forces prior to transfer to Army Reserve W, the date of demobilisation may be taken to be the date of discharge from Army Reserve W.

(c) A period of internment as a civilian prisoner of war.

(d) Munitions work.

(e) Service in a University O.T.C. (N.B.—This does not include service in the Artists Rifles O.T.C. or Inns of Court O.T.C. which is regarded as war service.)

(f) Service with the Forces of the Crown before the age of 18.

3. The following classes of Teachers are allowed to count war service as defined in paragraph 1 above for increment purposes :—

(a) Men who were serving as full-time Teachers at the outbreak of the war or later—
Provided that they resumed such teaching at the first opportunity after demobilisation, or the interval between demobilisation and resuming teaching was occupied by a full-time course of study for a degree, or in preparation for the teaching profession.

(b) New Entrants—Graduates—

As regards men Teachers who only commenced full-time teaching service after the war and had not been in any other occupation prior to the war, war service is counted for increment purposes on the Graduate Scale, subject to the following conditions :—

(i) The teacher must have entered upon full-time teaching service at the first opportunity after demobilisation, or after the completion of a full-time course of study for a degree, or in preparation for the teaching profession. A short period of temporary teaching service whilst waiting for admission to the University is ignored.

(ii) If the total period spent in such full-time course of study falls short of three years, the difference between three years and the period actually spent in the course (both before and after enlistment) is deducted from any period allowed (for salary purposes) for service with the Forces. For this purpose, the University year is taken as commencing on 1st August and ending on 31st July.

(c) New Entrants—Non-Graduates :—

(i) Men possessing qualifications accepted by the Board as equivalent to a degree are treated as Graduates and dealt with as in (b) above.

(ii) Certificated Assistant Masters are dealt with in accordance with Circular 1227. (See Appendix V to Standard Scales Report.)

(iii) In the case of other Assistant Masters, war service is counted only if the Teacher possesses suitable and substantial qualifications based upon a course of full-time study of at least two years' duration (e.g., courses of study in Art or Music). In such cases the normal period of full-time study required for the qualification is substituted for three years in (b)(ii) above.

(d) In the case of women Teachers war service is counted only if it is of the type coming under paragraph 1(d), was commenced before 14th June, 1917, and if the teachers concerned satisfy the conditions set forth in (a), (b) or (c) preceding.

4. War service is counted for increments on the scale which was appropriate to the Teacher before his entry on war service, except in the following cases :—

(a) Teachers who proceeded to a University and obtained a degree before resuming teaching are treated as new entrants (see paragraph 3(b) preceding).

(b) Teachers in foreign service prior to the war, who resumed teaching in a school in England, Wales or Scotland immediately on demobilisation, have their war service counted on the same scale as is appropriate to their post-war service. If, however, they returned to foreign service after demobilisation, their war service is not counted for increment purposes.

(c) In the case of Teachers serving in Secondary or Technical Schools before the war, who were awarded War Degrees whilst on Active Service, the war service is counted at Non-Graduate rates up to the date of the award of the War Degree, and at Graduate rates afterwards."

3. Sections 8, 9 and 10 of the 1927 Technical Report (to which paragraph 1 (i) of Part B of Appendix IV to this Report refers):—

" CONSIDERATION FOR EXISTING TEACHERS

8. A Local Education Authority, in considering the placing of Non-Graduate teachers on the Graduate scale, should accept a less exacting standard for teachers who were in the service of the Authority on the 1st April, 1921.

NON-GRADUATE TEACHERS ALREADY PLACED ON A GRADUATE SCALE

9. In Schools to which this Report relates where there were in force definite scales for Graduates and Non-Graduates prior to 1st April, 1921, or the date of the adoption of the 1921 Report, if later, and where a Non-Graduate teacher had been placed by the Local Education Authority on such graduate scale, such recognition shall continue in the application of the new scales.

LONG-SERVICE NON-GRADUATE TEACHERS

10. In Schools to which this Report relates, the Local Education Authority is recommended to recognise the case of Non-Graduate teachers of adequate educational qualifications whose service in such Schools has been of a meritorious character and who were appointed on or before 1st April, 1912, by placing such teachers on the Graduate scale."

Sections 7, 8, 9 of the 1921 Technical Report and Sections 8, 9, 10 of the 1920 and 1927 Secondary Reports are in similar sense.

4. Section 3(3)(o)(ii) of the 1938 Technical Report (to which paragraph 1(ii) of Part B of Appendix IV to this Report refers):—

Appendix V—continued

"GRADE III—GRADUATE ASSISTANTS

Assistants in this grade will be of two kinds :—

- (ii) those whose industrial or commercial qualifications and teaching or other experience entitle them in the opinion of the Local Education Authority to be placed in this grade.

NOTE : The Board's approval must be sought for all cases proposed under (ii)."

Section 4(3)(b) of the 1921 Technical Report and Section 3(3)(a)(ii) of the 1927 Technical Report are in similar sense.

APPENDIX VI

1. Basic Scale Salary (without additions) for each year.

Completed years of service	Scales for Men			
	Assistants			Senior Assistants
	Grade I	Grade II	Grade III	
	£	£	£	£
0	475	550	625	1,050
1	500	575	650	1,080
2	525	600	675	1,110
3	550	625	700	1,140
4	575	650	725	1,170
5	600	675	750	1,200
6	625	700	775	
7	650	725	800	
8	675	750	825	
9	700	775	850	
10	725	800	875	
11	750	825	900	
12	775	850	925	
13	800	875	950	
14	825	900	975	
15	850	925	1,000	
16	875	950	1,025	
17	900	975	1,050	

Scales for Women				
0	430	490	550	840
1	450	510	570	864
2	470	530	590	888
3	490	550	610	912
4	510	570	630	936
5	530	590	650	960
6	550	610	670	
7	570	630	690	
8	590	650	710	
9	610	670	730	
10	630	690	750	
11	650	710	770	
12	670	730	790	
13	690	750	810	
14	710	770	830	
15	720	780	840	

Under the equal pay arrangements in Section C of this Report an increment of two-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1956 to 31st March, 1957 and further increments become payable until full equality in pay is reached on 1st April, 1961.

2. For purposes of illustration, the following representative scales for men and women indicate the method of assessing salary, with additions but without special allowances, on the basis of increments accruing in respect of completed years of service.

Completed years of service	Assistant Grade I			Assistant Grade II			Assistant Grade III			Senior Assistant		
	Non-graduate, 3 years trained (Man) (2)	Graduate, no training addition (Man) (3)	Graduate, 3 years trained (Woman) (4)	Non-graduate, 3 years trained (Man) (5)	Graduate, no training addition (Man) (6)	Graduate, 3 years trained (Woman) (7)	Non-graduate, 3 years trained (Man) (8)	Graduate, no training addition (Man) (9)	Graduate, 3 years trained (Woman) (10)	Non-graduate, 3 years trained (Man) (11)	Graduate, 4 years trained (Woman) (12)	Graduate, Good Honours addition, 4 years trained (Man) (13)
(1)	£	£	£	£	£	£	£	£	£	£	£	£
0	500	550	510	575	625	570	650	700	630	1,075	940	1,225
1	525	575	530	600	650	590	675	725	650	1,105	964	1,255
2	550	600	550	625	675	610	700	750	670	1,135	988	1,285
3	575	625	570	650	700	630	725	775	690	1,165	1,012	1,315
4	600	650	590	675	725	650	750	800	710	1,195	1,036	1,345
5	625	675	610	700	750	670	775	825	730	1,225	1,060	1,375
6	650	700	630	725	775	690	800	850	750			
7	675	725	650	750	800	710	825	875	770			
8	700	750	670	775	825	730	850	900	790			
9	725	775	690	800	850	750	875	925	810			
10	750	800	710	825	875	770	900	950	830			
11	775	825	730	850	900	790	925	975	850			
12	800	850	750	875	925	810	950	1,000	870			
13	825	875	770	900	950	830	975	1,025	890			
14	850	900	790	925	975	850	1,000	1,050	910			
15	875	925	800	950	1,000	860	1,025	1,075	920			
16	900	950		975	1,025		1,050	1,100				
17	925	975		1,000	1,050		1,075	1,125				

Under the equal pay arrangements in Section C of this Report an increment of two-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1956 to 31st March, 1957 and further increments become payable until full equality in pay is reached on 1st April, 1961.

3. For the purpose of illustration the following examples indicate the method of assessing salary with additions. All the examples relate to men assistants. The method of assessment is similar for women assistants, the equal pay increment being payable in addition.

A uniform incremental date of 1st April has been used and continuity of service from 1st April, 1956 has been assumed.

(i) *Assistants*

(a) Assistant Grade I, non-graduate—3 years trained with 6 years 5 months previous service to 30th September, 1956 (5 years 11 months service to 31st March, 1956). (Reference Appendix I, Part B, paragraph 2).

Minimum of scale for Assistants Grade I	£
Addition for training	25
5 11/12ths increments of £25 in respect of 5 years 11 months service to 31st March, 1956	147 18s. 4d.
Therefore salary from 1st October, 1956	£647 18s. 4d. per annum.
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957	25
Salary from 1st April, 1957	£672 18s. 4d. per annum.

(b) Assistant Grade II, non-graduate, with 4 years 7 months service to 30th September 1956, (4 years 1 month service to 31st March, 1956) who was in receipt of a Special Responsibility Allowance of £85 per annum under the provisions of Section D of the 1954 Report (Reference Appendix I, Part B, paragraph 2).

Minimum of scale for Assistants Grade II	£
4 1/12th increments of £25 in respect of 4 years 1 month service to 31st March, 1956	102 1s. 8d.
Additional payment, representing the amount by which the Special Responsibility Allowance previously received under Section D of the 1954 Report exceeds £75 per annum (Reference Section N, paragraph 3(b))	10
Therefore salary applicable from 1st October, 1956	£662 1s. 8d. per annum.
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957	25
Salary from 1st April, 1957	£687 1s. 8d. per annum.
Salary from 1st September, 1957	£677 1s. 8d. per annum.
Salary from 1st April, 1958	£702 1s. 8d. per annum.

(c) Assistant Grade III, graduate, 4 years trained, appointed in that capacity on 1st January, 1957, with 14 year 10 months service to 31st December, 1956 (Assistant Grade II from 1st October, 1956). (Reference Appendix I, Part B, paragraph 2.)

Minimum of scale for Assistants Grade III	£
Addition for degree	625
Addition for training	75
14 1/12th increments of £25 in respect of 14 years 1 month service to 31st March, 1956	50
Salary from 1st January, 1957	£1,102 1s. 8d. per annum.
Increment of £25 in respect of service from 1st April, 1956 to 31st March, 1957	25
Salary from 1st April, 1957	£1,127 1s. 8d. per annum.

(ii) *Senior Assistants*

(a) Senior Assistant, graduate 3 years trained, whose salary on appointment in that capacity on 1st September, 1954, was £890 (excluding addition for training and degree) under Appendix I Part B paragraph 2(c) of the 1954 Report—i.e. one increment above the minimum of the scale by application of the "next higher point" principle. (Reference Appendix I, Part B, paragraph 3(e)).

Appendix VI—continued

(i) Point of entry into Senior Assistant scale on 1st October, 1956 under paragraph 3(a)(i)(a) :—

Minimum of scale for Senior Assistants	£ 1,050
1 7/12ths increments of £30 in respect of service as Senior Assistant from 1st September, 1954 to 31st March, 1956	47 10s. 0d.
	<hr/> £1,097 10s. 0d.

(ii) Point of entry into Senior Assistant scale on 1st October, 1956 under paragraph 3(a)(i)(b) :—

Minimum of scale for Senior Assistants	£ 1,050
1 increment of £30 in respect of point of entry on Senior Assistant scale at date of appointment	30
1 7/12ths increments of £30 in respect of service as Senior Assistant from 1st September, 1954 to 31st March, 1956	47 10s. 0d.
	<hr/> £1,127 10s. 0d.

Therefore paragraph 3(a)(i)(b) applies and point of entry from 1st October, 1956 is (ii) above	£1,127 10s. 0d.
Addition for degree	75
Addition for training	25

Salary from 1st October, 1956	£1,227 10s. 0d. per annum.
Increment of £30 in respect of service from 1st April, 1956 to 31st March, 1957	30

Salary from 1st April, 1957	<hr/> £1,257 10s. 0d. per annum.
-------------------------------------	----------------------------------

(b) Senior Assistant, graduate, Good Honours degree, 4 years trained, appointed for the first time in that capacity on 1st January, 1957 following service as Assistant Grade III and whose salary on total service to 31st December, 1956, would have been £1,050 per annum (excluding additions for degree and training). (Reference Appendix I, Part B, paragraph 3(c)).

(i) Point of entry into Senior Assistant scale on 1st January, 1957 under paragraph 3(c)(i)(a) :—

Minimum of scale for Senior Assistants	£1,050
--	--------

(ii) Point of entry into Senior Assistant scale on 1st January, 1957 under paragraph 3(c)(i)(b) :—

As the salary applicable in the former post (£1,050 per annum) equals (i) above the "next higher point" applies and point of entry on 1st January, 1957 is	£1,080
--	--------

Therefore point of entry into Senior Assistants scale is (ii) above	£1,080
Addition for degree	75
Addition for Good Honours degree	50
Addition for training	50

Salary from 1st January, 1957	£1,255	per annum.
3/12ths increment of £30 in respect of service from 1st January 1957 to 31st March, 1957	7 10s. 0d.	

Salary from 1st April, 1957	<hr/> £1,262 10s. 0d. per annum.
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(c) Senior Assistant, graduate, 4 year trained, appointed on 1st September, 1955, at a commencing salary of £915 per annum under Appendix I, Part B, paragraph 2(c), of the 1954 Report (excluding additions for degree, training and any allowance over and above scale salary) who on 1st September, 1956, was appointed Lecturer in a University and re-appointed Senior Assistant on 1st January, 1957. (Reference Appendix I, Part B, paragraph 3(b)).

Point of entry into Senior Assistant scale on 1st September, 1955	£ 915
1 increment of £25 in respect of service from 1st September, 1955 to 31st August, 1956	25
Therefore salary under 1954 Report applicable at date of leaving, i.e. 31st August, 1956 (excluding additions for degree, training and any allowance over and above scale salary)	<hr/> £940

Appendix VI—continued

This rate represents 3 increments (£75) above the minimum of the scale for Senior Assistants in the 1954 Report.

(i) Therefore point of entry into Senior Assistant scale applicable under paragraph 3(b)(i)(b) on re-appointment :—

	£
Minimum of scale	1,050
3 increments of £30	90
	<hr/> £1,140

(ii) Point of entry into Senior Assistants scale applicable under paragraph 3(b)(i)(a) on re-appointment :—

	£
Minimum of scale	1,050
4/12ths increment of £30 in respect of previous educational service from 1st September, 1956 to 31st December, 1956 accepted for increment	10
1 increment of £30 in respect of service as a Senior Assistant from 1st September, 1955 to 31st August, 1956 ..	30
	<hr/> £1,090

Therefore paragraph 3(b)(i)(b) applies and point of entry into Senior Assistant scale on 1st January, 1957 is (i) above

	£	
Addition for degree	1,140	
Addition for training	75	
	<hr/> 50	
Salary from 1st January, 1957	£1,265	per annum.
3/12ths increment of £30 in respect of service from 1st January, 1957 to 31st March, 1957	7 10s. 0d.	
Salary from 1st April, 1957	<hr/> £1,272 10s. 0d.	per annum.

(sgd.) McNAIR
(Chairman),

(sgd.) W. P. ALEXANDER
(Authorities' Panel) }
(sgd.) A. E. EVANS
(Teachers' Panel) } Joint Hon. Secretaries.

4th August, 1956.

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